

AI-BASED CV SHORTLISTING TOOL FOR HR

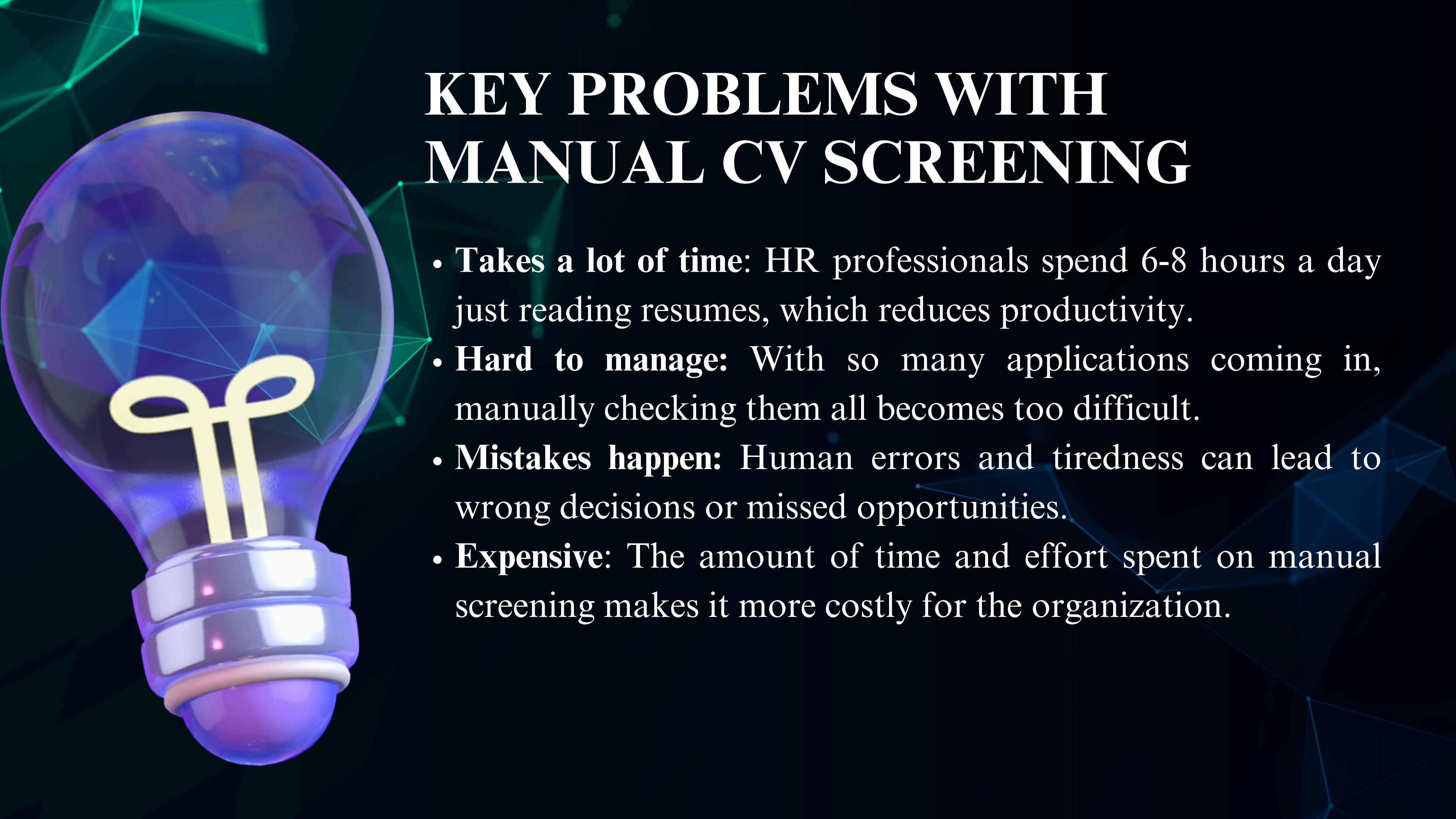
Powered by Llama 3 LLM Model

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PROBLEM STATEMENT

In most organizations, CV shortlisting is still a manual process. HR teams spend countless hours reviewing multiple job descriptions (JDs) and CVs one by one, manually filtering and scoring candidates based on how well their qualifications align with the job requirements.





KEY PROBLEMS WITH MANUAL CV SCREENING

- **Takes a lot of time:** HR professionals spend 6-8 hours a day just reading resumes, which reduces productivity.
- **Hard to manage:** With so many applications coming in, manually checking them all becomes too difficult.
- **Mistakes happen:** Human errors and tiredness can lead to wrong decisions or missed opportunities.
- **Expensive:** The amount of time and effort spent on manual screening makes it more costly for the organization.

OUR SOLUTION

To address these challenges, we propose an AI-powered solution using Llama 3. The tool will automate the CV shortlisting process, helping HR teams quickly and accurately match candidates with job descriptions. By reducing manual effort, the tool will:

- **Save time:** Instant processing of CVs per JD.
- **Reduce Errors:** The AI tool will help to remove mistakes that happen because of human bias (like favoring certain candidates unintentionally) and oversight (missing important details in CVs). This ensures every candidate is evaluated fairly and accurately.
- **Increase efficiency:** Speed up the hiring process, enabling faster decision-making and reducing operational costs.

KEY FEATURES?

- **Job Description Input:** Simply upload the job description for the position you're hiring for.
- **CV Input:** Upload CVs (resumes) of people who applied for the job.
- **Match Scoring:** The system will automatically check how well each CV matches the job description.
- **Output:** You'll get a table with all the candidate details, including their name, skills, email, phone number, a summary of their resume, and how well their CV matches the job description.
- **Decision:** If a candidate's CV matches the job description by more than 70%, they are selected otherwise they are not.



HOW IT WORKS?

This section can be more high-level and focused on the overall process.

- 1. Job Description Upload:** HR adds the job description for the role they're hiring for.
- 2. Upload CVs:** HR uploads CVs from candidates who have applied for the job.
- 3. AI Processing:** The system automatically checks and compares the job description with the uploaded CVs to see how well each 1 matches.
- 4. Database:** All the uploaded job descriptions and CVs are stored securely in MySQL for easy access and management.



HOW IT WORKS?

5. Output Table:- The system creates a table that shows:

- Candidate Name
- Skills
- Email and Phone Number
- Resume Summary
- Match Percentage (How well the CV matches the job description)
- Action

6. Selection:- Candidates with a match percentage of more than 70% are selected for further consideration



HOW THE SYSTEM WORKS

1. **Input:** HR uploads the Job Description and CVs of candidates who have applied for the job.
2. **Data Storage (Database):** The uploaded Job Descriptions and CVs are securely stored in a MySQL database for easy access and management.
3. **Model:** The system uses the Llama 3 AI model to analyze and compare the job description with the CVs.

HOW THE SYSTEM WORKS

4. Output: The system calculates the match percentage between each CV and the job description and displays the following candidate details:-

- Name
- Skills
- Experience
- Email
- Phone Number
- Match Percentage
- CV Summary
- CV Name
- Action

HOW THE SYSTEM WORKS

5. UI (User Interface):The results are shown in an interactive table, where HR can easily select or reject candidates based on the match percentage.

UI LAYOUT

1. Job Description Upload:

- There's a field where HR can type or paste the job description (what the role requires) for the job opening.

2. CV Upload:

- A button or option to upload up to CVs from candidates. These can be in PDF format.

3. Result Table:

- After processing, the system will display a table with these columns:
 - Candidate Name: The name of the candidate.
 - Skills: Key skills listed on the CV.
 - Email: The candidate's email address.
 - Mobile Number: The candidate's phone number.
 - Resume Summary: A brief summary of what's in the CV.
 - Match Percentage: A score showing how well the CV matches the job description.
 - Action: Options to Select or Reject the candidate based on their match percentage.

PROS (ADVANTAGES)

- **Time-Saving**:-It automates the CV screening process, saving HR teams hours of manual work.
- **Accuracy**:-By using AI, the tool reduces human errors and biases
- **Efficient**:-Quickly processes multiple CVs at once, speeding up the recruitment process
- **Consistent**:-Every CV is evaluated using the same criteria, ensuring fair and uniform results.
- **Market Segments**:-Can handle a growing number of job descriptions and CVs as the company expands.

CONS (DISADVANTAGES)

- **Initial Effort:**-Setting up the tool and training HR teams to use it may require some initial time and effort.
- **AI Limitations:**-HR teams might rely too much on the system, potentially overlooking candidates who don't match perfectly but could still be a good fit.
- **Dependence on AI:**-The tool might miss unique details in CVs that only a human recruiter could catch.

FUTURE ENHANCEMENTS

1. Expand CV Handling:

- The tool will be updated to handle more Cv at once.

2. Multiple Job Descriptions:

- Support for uploading multiple job descriptions at once to screen candidates for different roles.

3. Improved Match Scoring:

- Continuously refine the match scoring to make it even more accurate and reliable for better candidate selection.

THANK YOU!

FOR YOUR ATTENTION